

# Findings of 2024 Pay Trend Survey

The following is issued on behalf of the Pay Trend Survey Committee:

The Pay Trend Survey Committee (PTSC) met today (May 22) to consider the findings of the 2024 Pay Trend Survey (PTS).

The verified survey findings indicate that the following average pay adjustments have been awarded by the surveyed companies over the 12-month period from April 2, 2023, to April 1, 2024:

		Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$25,815 per month)	:	5.26%	+	1.37%	=	6.63%
Middle Salary Band (\$25,815 – \$79,135 per month)	:	5.03%	+	0.32%	=	5.35%
Upper Salary Band (\$79,136 – \$159,130 per month)	:	3.63%	+	1.42%	=	5.05%

The 2024 PTS was conducted by the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service based on an improved methodology as approved by the Chief Executive-in-Council in March 2007.

The survey findings reflect the pay trend in 113 surveyed companies covering 134 376 employees over the 12-month period from April 2, 2023, to April 1, 2024. The survey takes into account adjustments to basic salary and additional payments awarded to employees of the surveyed companies attributable to factors in relation to the cost of living, general prosperity and company performance, general changes in market rates, merit and inscale increment, in accordance with the approved survey methodology.

A breakdown of the 113 companies by size is as follows:

	No. of Companies
Larger companies (employing 100 or more staff)	83 (73%)
Smaller companies (employing 50 – 99 staff)	30 (27%)
Total :	113 (100%)

The distribution of the 134 376 employees by the three salary bands is as follows:

	No. of Employees
Lower Salary Band (below \$25,815 per month)	57 947 (43%)
Middle Salary Band (\$25,815 – \$79,135 per month)	65 323 (49%)
Upper Salary Band (\$79,136 – \$159,130 per month)	11 106 (8%)
Total :	134 376 (100%)

The PTSC met today to verify and consider the 2024 PTS Report. The two representatives of the Standing Commission on Civil Service Salaries and Conditions of Service, the representative of the Standing Committee on Disciplined Services Salaries and Conditions of Service, the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, the two representatives of the Civil Service Bureau, the two Staff Side Representatives of the Senior Civil Service Council, the three Staff Side Representatives of the Model Scale 1 Staff Consultative Council, the two Staff Side Representatives of the Police Force Council and the two Staff Side Representatives of the Disciplined Services Consultative Council validated the survey findings.

The meeting was chaired by the Chairperson of the PTSC, Mr Laurence Li, SC, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

Mr Li said, "The 2024 PTS was conducted in accordance with the agreed methodology and in a professional and objective manner. The PTSC will submit the Pay Trend Survey Committee Report to the Government for consideration."

"The relevant pay trend indicators are yielded from the pay trends in the private sector companies as revealed by the survey. Civil service pay adjustment is, however, a separate matter. I understand that in accordance with the established practice, the Chief Executive-in-Council will take into account the pay trend indicators derived from the PTS and other pertinent considerations before making a decision on the 2024-25 civil service pay adjustment," he added.

Mr Li expressed the PTSC's sincere appreciation for the co-operation and robust support rendered by the companies to the Pay Survey and Research Unit.